

Archetypes and Leadership Roles

By

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Applications

Archetype

- ✍ Underlying structures
- ✍ Mental models
- ✍ Paradigms
- ✍ Mental Software
- ✍ Reflected in
 - Dream images
 - Art
 - Literature
 - Mythology
 - Everyday behaviors

Theory Base

- ✍ Psychology of C. G. Jung—archetypes and the individuation process
- ✍ Scholarship on the hero's journey by Joseph Campbell and others
- ✍ 30 years of research by Dr. Pearson and her associates
 - 12 archetype system for recognizing the individuation process
 - Spiral journey for ongoing individual and organizational development
 - Tool for freedom from habitual ways of thinking and action

Tool for Understanding

- ✍ Your inner life and motivations
- ✍ Your habitual ways of thinking and feeling
- ✍ Your journey/development
- ✍ Other people, especially those different from you
- ✍ Ways to rise to a challenge by stretching your own perspectives and behaviors
- ✍ Strategies to better lead and/or collaborate with others

Self-Reflection

- ✍ What are the activities that are the most fulfilling to you?
- ✍ Are there any ways that others expect you to behave that don't really fit for you?
- ✍ Think of one person you admire greatly.
- ✍ Think of one person you are critical of or whose actions are puzzling to you.
- ✍ Where are you in a change cycle: stability (preparation), change, or restabilization?
- ✍ What is one current challenge facing you?

I. Preparation:

Archetypes of the Family



- ✍ Innocent--faithfulness, loyalty, optimism, willingness to follow orders (Inner Child)
- ✍ Orphan--skepticism, realism, empathy, recognizing the flaws in the system (Inner Child)
- ✍ Warrior--toughness, assertiveness, boundaries, competitiveness (Inner Parent, “daddy”)
- ✍ Caregiver--providing safety, nurturing, bringing people along (Inner Parent, “mommy”)

Innocent





Innocent





Innocent



Walt Disney



Innocent

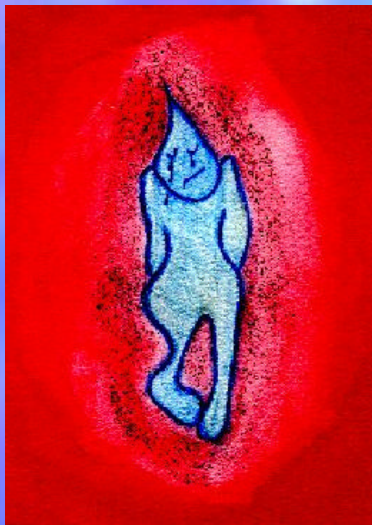


Levels of the Innocent

- ✍ **Level One:** conventional, dependent, naive
- ✍ **Level Two:** hope triumphing over disillusionment
- ✍ **Level Three:** trust and optimism without denial
- ✍ **Shadow:** denial
- ✍ **Annoying behaviors:** dependence, entitlement, simplistic thinking

Orphan





Orphan





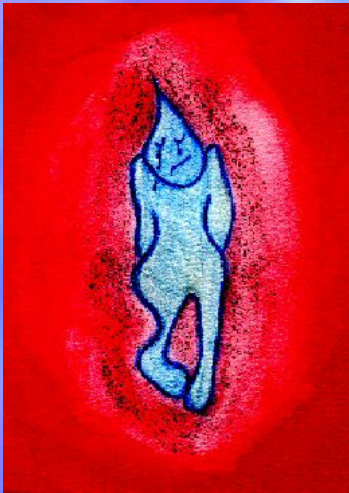
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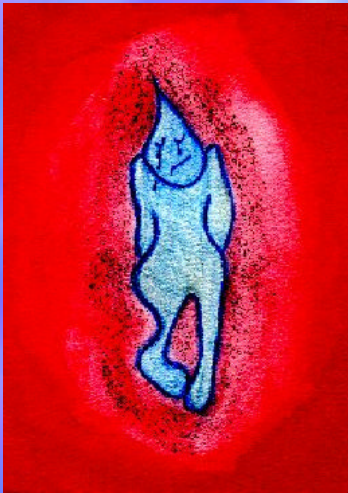
Orphan





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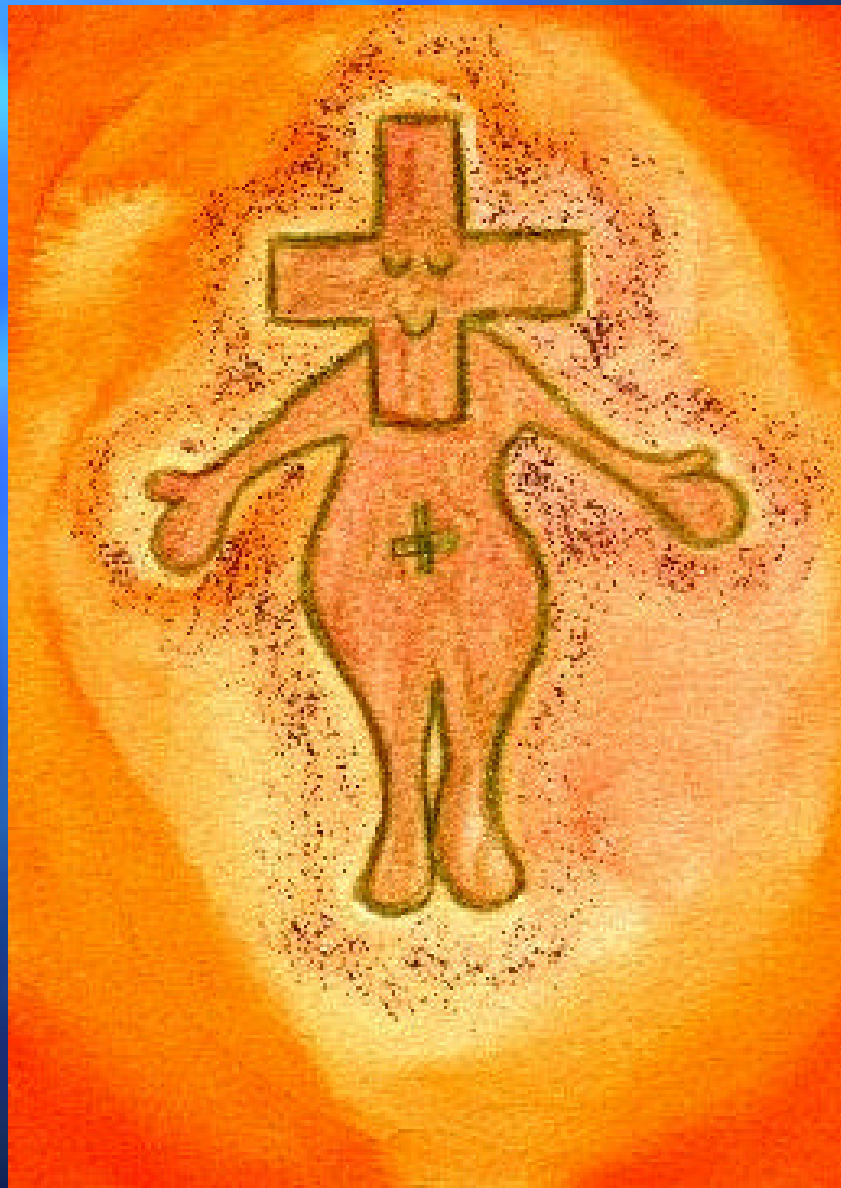




Levels of the Orphan

- ✍ **Level One:** Feeling victimized, betrayed or abandoned
- ✍ **Level Two:** Asking for help, reaching out, recognizing potential dangers and temptations
- ✍ **Level Three:** interdependence, empathy
- ✍ **Shadow:** cynicism, self-destructiveness, victimizing others
- ✍ **Annoying behaviors:** whining, complaining, acting helpless

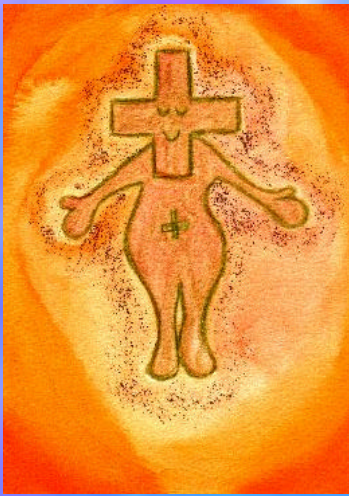
Caregiver





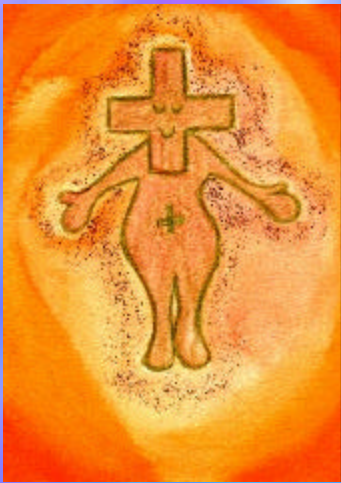
Caregiver





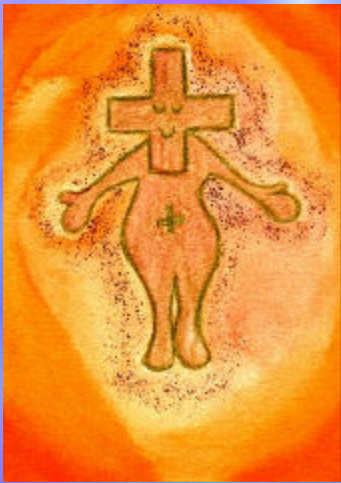
Caregiver





Caregiver





Levels of the Caregiver

- ✍ **Level One:** martyr, rescuing others, sacrificing self
- ✍ **Level Two:** Self-care
- ✍ **Level Three:** Balance care for self and others
- ✍ **Shadow:** codependence, enabling
- ✍ **Annoying behaviors:** guilt-tripping, suffering martyr

Warrior





Warrior





Warrior





Warrior



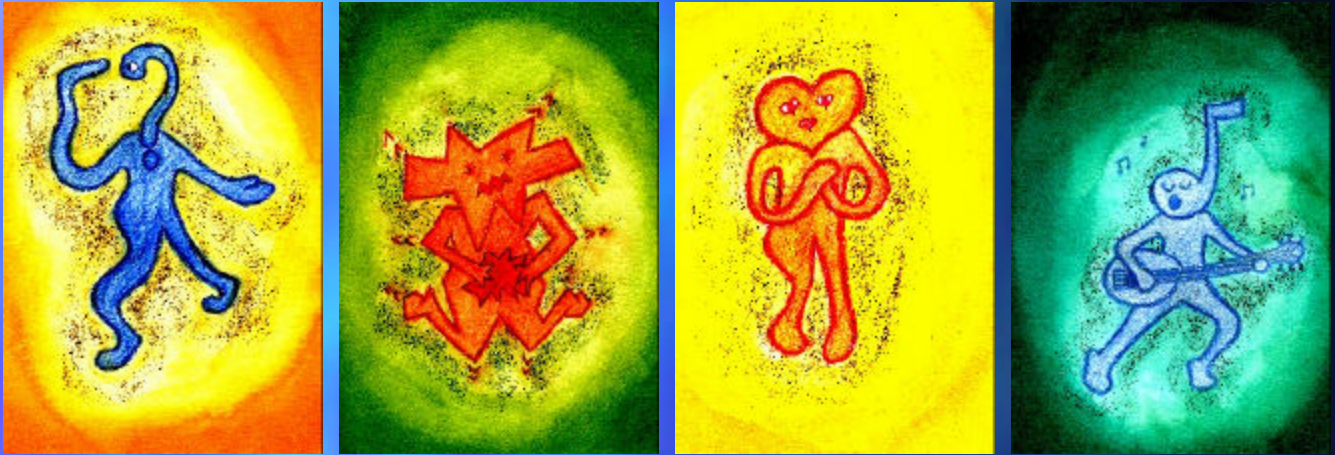


Levels of the Warrior

- ✍ **Level One:** compelled to win in every situation
- ✍ **Level Two:** principled, fair fight, competitiveness
- ✍ **Level Three:** assertiveness, preference for win/win solutions, pick battles sparingly and strategically
- ✍ **Shadow:** ruthlessness, manipulation
- ✍ **Annoying behaviors:** arrogance, blaming, going “one-up”

II. Change:

Archetypes of Initiation



- ✍ Seeker--independence, divergent thinking, open-mindedness
- ✍ Destroyer--prioritizing, weeding out, tough-mindedness, knowing when to let go
- ✍ Lover--connecting, bonding, enthusiasm, passion for the task and the people
- ✍ Creator--imagination, innovation, restructuring, ordering

Seeker





Seeker





Seeker





Seeker





Levels of the Seeker

- ✍ **Level One:** wandering, experimenting, exploring
- ✍ **Level Two:** ambition, self-improvement
- ✍ **Level Three:** finding authenticity, individuality
- ✍ **Shadow:** anti-social, hostile to authority
- ✍ **Annoying behaviors:** always have to be different, always the outsider, always critical of the group

Destroyer





Destroyer





Destroyer





Destroyer





Levels of the Destroyer

- ✍ **Level One:** experience of loss
- ✍ **Level Two:** outlaw or revolutionary
- ✍ **Level Three:** acceptance of death, ability to prune or to let go gracefully
- ✍ **Shadow:** destructiveness and self-destructiveness
- ✍ **Annoying behaviors:** constant criticism, threats, harping on what's wrong

Lover





Lover





Lover





Lover





Levels of the Lover

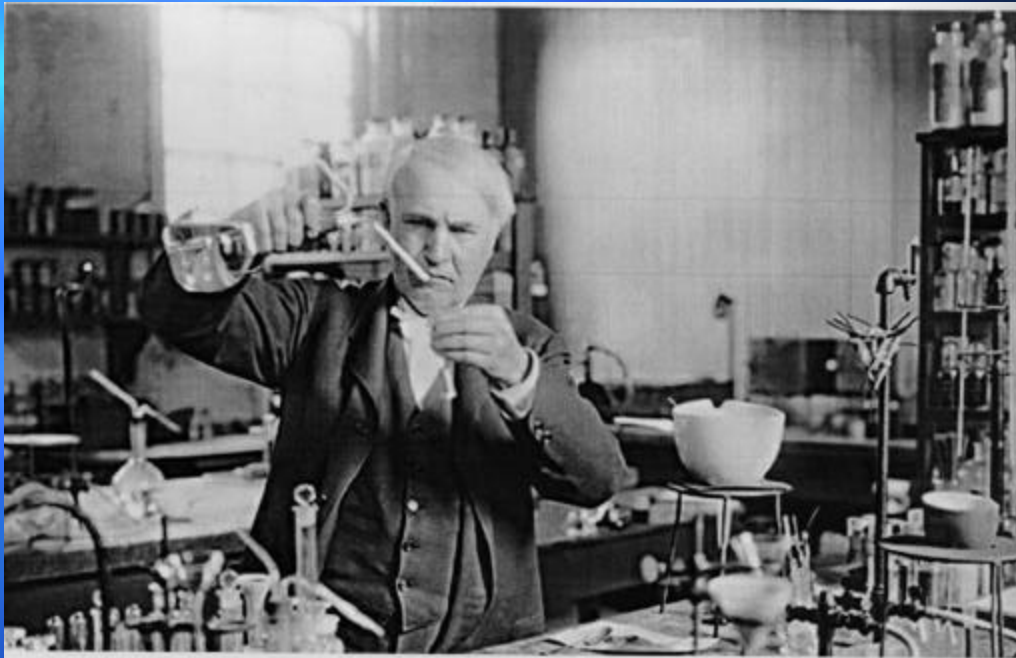
- ✍ **Level One:** falling in love with a person, place, activity
- ✍ **Level Two:** making commitments based on whom and what you love
- ✍ **Level Three:** love for humanity, the planet
- ✍ **Shadow:** promiscuity, Puritanism, jealousy, sexual harassment
- ✍ **Annoying behaviors:** intrusiveness, seductiveness, inappropriate intimacy

Creator





Creator



Thomas Edison



Creator





Creator





Levels of the Creator

- ✍ **Level One:** Imaginative, creative outlets/hobbies
- ✍ **Level Two:** creation of your life and work in way that reflects your individuality
- ✍ **Level Three:** innovation and creativity that ushers something new into your organization, field, or community
- ✍ **Shadow:** creation of a mess, chaos resulting from a failure to establish routine systems
- ✍ **Annoying behaviors:** prima donna behaviors, self-indulgence

III. Restabilization:

Archetypes of the Royal Court



- ✍ Ruler -- managing, developing and enforcing rules, policies, procedures
- ✍ Magician -- providing vision, inspiration, galvanizing group energies
- ✍ Sage -- learning, analyzing, evaluating, deciding
- ✍ Jester -- enjoying the task, improvisation, playfulness, flexible atmosphere

Ruler





Ruler





Ruler





Ruler





Ruler





Levels of the Ruler

- ✍ **Level One:** taking responsibility for your life
- ✍ **Level Two:** becoming a leader or taking on responsibility for the group
- ✍ **Level Three:** learning to fully utilize all resources to create a peaceful and prosperous “kingdom”
- ✍ **Shadow:** controlling, tyrannical, dictator-like actions
- ✍ **Annoying behaviors:** issuing orders, smugness, assumption that they set the standard for all correct behaviors, “my way or the highway” expectations

Magician





Magician





Magician



Martin Luther King, Jr.



Magician



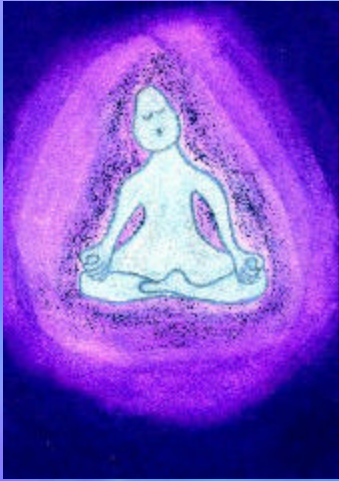


Levels of the Magician

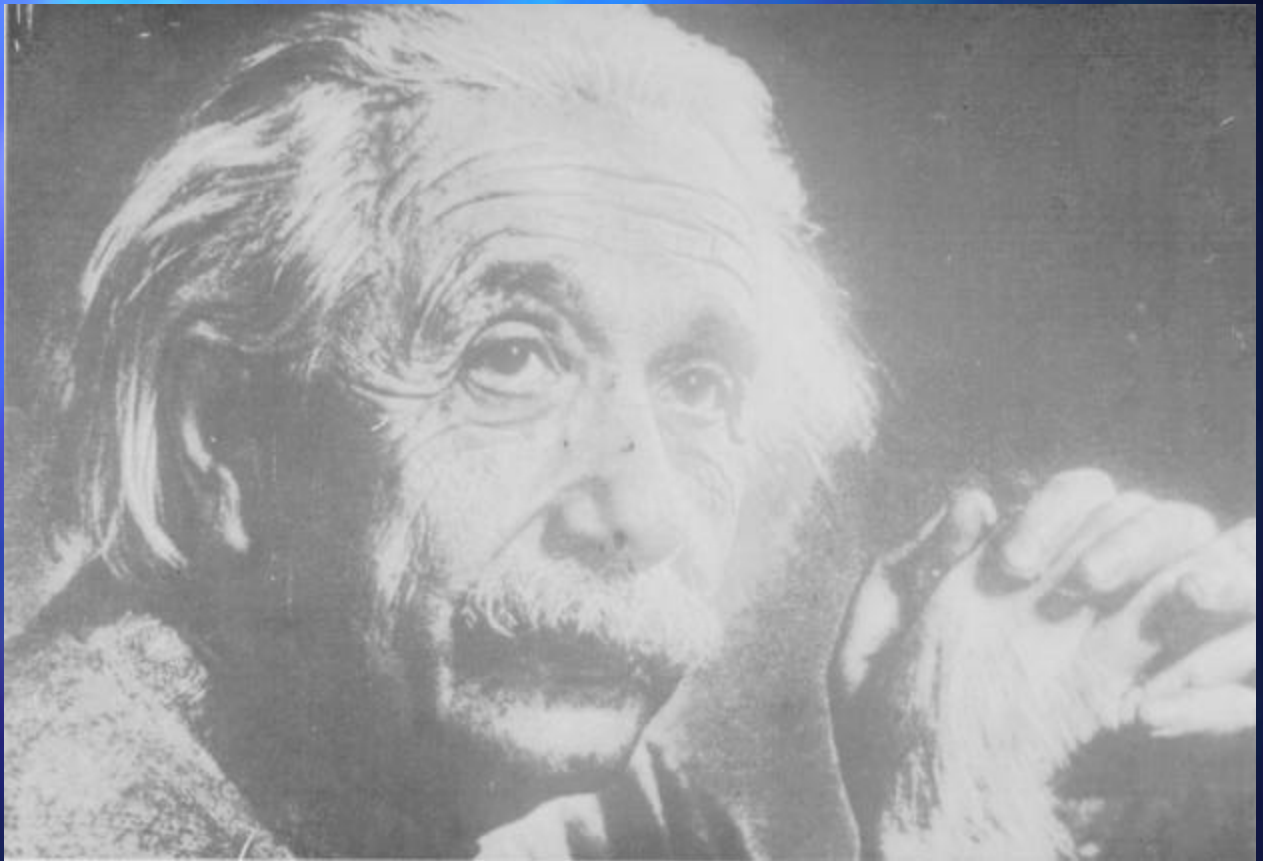
- ✍ **Level One:** noticing synchronistic (coincidental) events
- ✍ **Level Two:** having the experience of your dreams coming true
- ✍ **Level Three:** ushering in change from the inside out
- ✍ **Shadow:** manipulation, controlling other people's minds
- ✍ **Annoying behaviors:** flakiness, expecting miracles to rescue them from difficulty; playing the guru

Sage





Sage





Sage

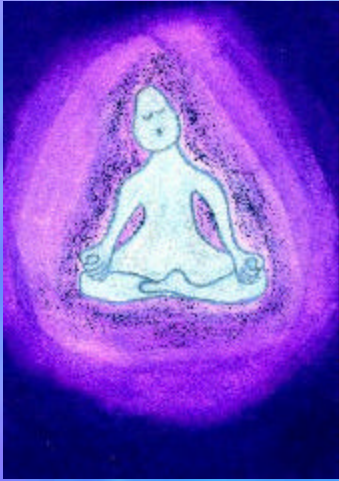


Confucius



Sage





Levels of the Sage

- ✍ **Level One:** curiosity, confusion, learning how to learn
- ✍ **Level Two:** search for the truth, first in an absolute and then a relative context
- ✍ **Level Three:** wisdom, creation and testing of theories and models
- ✍ **Shadow:** dogmatist, pompous attitudes, ivory-tower disconnection from feelings and common sense
- ✍ **Annoying behaviors:** nit-picking, correcting others, inability to act, posturing and speechifying

Jester





Jester



Charlie Chaplin

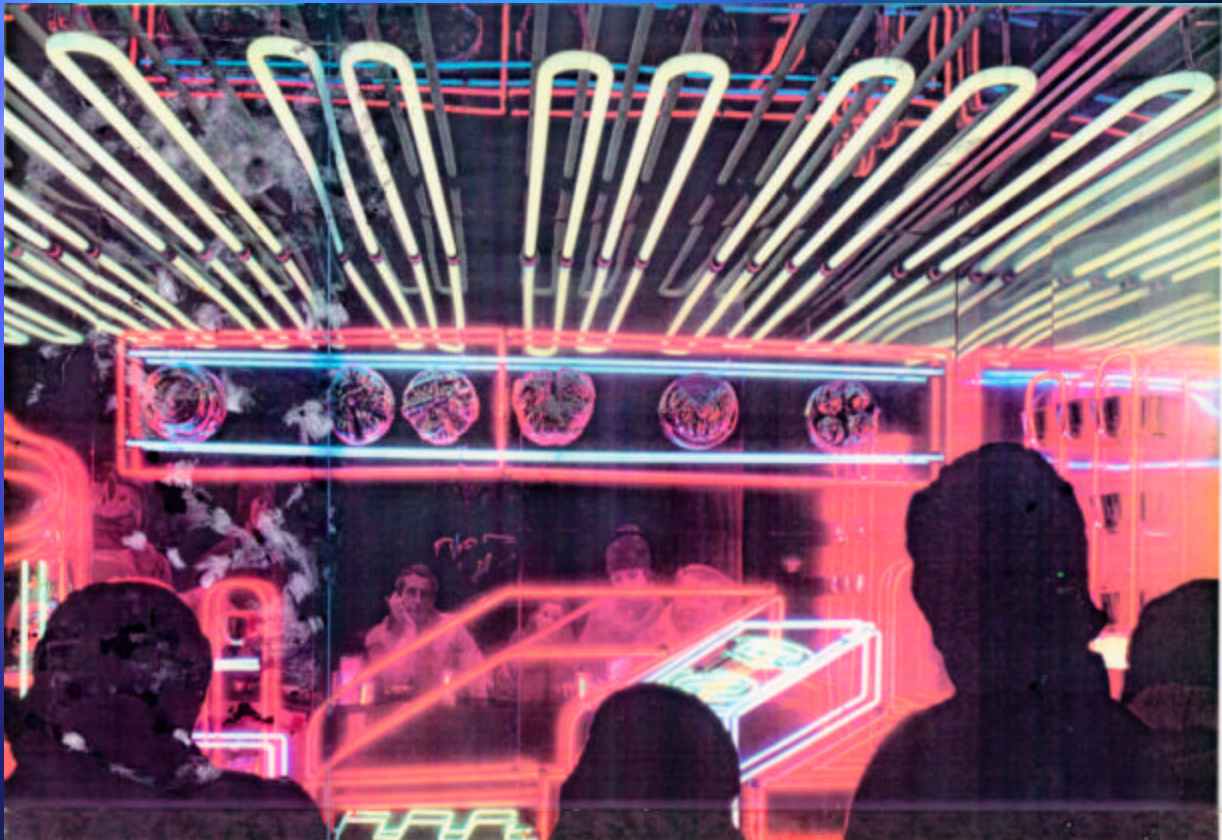


Jester





Jester





Levels of the Jester

- ✍ **Level One:** trickster, game playing, cut-up
- ✍ **Level Two:** experience of joy in the moment, gestalt, truth-telling with humor
- ✍ **Level Three:** wise fool, finding joy through letting go of desire, spiritual bliss
- ✍ **Shadow:** gluttony, sloth, drunkenness, irresponsibility, con artists
- ✍ **Annoying behaviors:** cutting-up that distracts from task at hand, really bad puns, inability to get down to work, fidgeting

Name That Archetype

- ✍ The activities that are the most fulfilling to you
- ✍ Ways that others expect you to behave that don't really fit for you
- ✍ Person you admire greatly
- ✍ Person you are critical of or whose actions are puzzling to you
- ✍ Where are you in a change cycle: stability (preparation), change, or restabilization
- ✍ Current challenge

Archetypes and Their Gifts

| | |
|-------------|------------------|
| ✍ Innocent | ✍ Optimism |
| ✍ Orphan | ✍ Realism |
| ✍ Caregiver | ✍ Compassion |
| ✍ Warrior | ✍ Strength |
| ✍ Seeker | ✍ Independence |
| ✍ Destroyer | ✍ Sacrifice |
| ✍ Lover | ✍ Intimacy |
| ✍ Creator | ✍ Creativity |
| ✍ Ruler | ✍ Responsibility |
| ✍ Magician | ✍ Transformation |
| ✍ Sage | ✍ Wisdom |
| ✍ Jester | ✍ Joy |

Meeting the Demands of a Role

- ✍ Build on your archetypal strengths
- ✍ Team with others with complementary strengths
- ✍ Awaken needed archetypes
- ✍ Move from low level of archetypes to their more positive sides

Awakening an Archetype

✍ Need: to respond to challenge

✍ Strategies

- Deciding
- Observing
- Shadowing
- Role-playing
- Method-acting

For more information:

by Carol S. Pearson, Ph. D.

✍ *Awakening the Heroes Within.*

San Francisco, California:

HarperSanFrancisco, 1991.

✍ Www.herowithin.com

✍ See also:

- *The Hero Within: Six Archetypes We Live By*
- *Magic at Work: A Guide to Releasing Your Highest Creative Potential*
- *Invisible Forces: Harnessing the Power of Archetypes to Improve Your Career and Your Workplace*
- *The Hero and the Outlaw: Building Extraordinary Brands Through the Power of Archetypes*